

## Education and Care Assessor

STATEMENT OF DUTIES		July 2012
<b>Number</b>	Generic	
<b>Portfolio</b>	Development and Support	
<b>Branch</b>	N/A	
<b>Section</b>	Education and Care Unit	
<b>Sub-Section/Unit/School</b>	N/A	
<b>Supervisor</b>	Operations Manager, Education and Care	
<b>Award/Agreement</b>	Tasmanian State Service Award	
<b>Classification</b>	General Stream Band 5	
<b>Employment Conditions</b>	Permanent or fixed-term, part-time or full time, number of hours per fortnight, 40/52 weeks per year including 4 weeks annual leave.	
<b>Location</b>	As per advertisement	
<b>Check Type</b>	N/A	
<b>Check Frequency</b>	N/A	

### Primary Purpose

To undertake complex regulatory activities that support compliance and continuous improvement in the quality of education and care services provided to children. Educate and inform education and care services and the community in relation to the National Quality Framework (NQF).

### Level of Responsibility/Direction and Supervision

The occupant is required to make informed decisions and provide recommendations in relation to the quality of education and care and child care services. General direction is provided by the supervisor who will set the overall strategic goals and objectives. The occupant is expected to operate with independence and autonomy on a day-to-day basis. Act as Authorised Officers under the Education and Care Services National Law Act (Tasmania) 2011 and the Child Care Act 2001.

The Department has a range of delegations in operational areas including Finance, Human Resources and Facilities. The occupant is responsible for ascertaining the delegations that are assigned to these duties and is expected to exercise any applicable delegations prudently and in accordance with any specified limitations.

## Primary Duties

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1. Administer approvals and assessments as required/delegated.
2. Assess the quality of services and recommend the level at which the quality should be rated (as required), in accordance with the regulatory framework for continuous quality improvement. Monitor, investigate and enforce compliance with the law, as required.
3. Carry out regulatory activities directed at achieving the objectives of the regulatory framework for education and care and child care services including improving outcomes for children attending services, ensuring children's development, health and safety needs are met, and promoting continuous improvement in service quality.
4. Consult appropriately with key stakeholders to ensure the continued improvement of standards of education and care and child care within Tasmania.
5. Carry out activities to help raise external stakeholder awareness and understanding of the regulatory requirements and quality improvement framework applying to services including attendance, and representation as required, at meetings on matters relating to education and care.
6. Contribute to the business unit's achievement of outcomes in accordance with set timeframes and standards including working collaboratively with colleagues on policy development and related projects.
7. Prepare complex documentation, including analytical reports and other correspondence in connection with regulatory activities or in response to management requests in accordance with set timeframes and standards. Maintain accurate, clear and timely records to ensure the quality and utility of the records for reporting and other purposes.
8. Maintain and apply a thorough and up-to-date knowledge of regulatory requirements, the quality improvement framework, relevant operational policy and the principles of best regulatory practice.
9. The incumbent can expect to be allocated duties, not specifically mentioned in this document, that are within the capacity, qualifications and experience normally expected from persons occupying positions at this classification level.

## Selection Criteria

Employment in the State Service is governed by the *State Service Act 2000* and employment decisions must be based on merit. A decision relating to appointment or promotion is based on merit if:

- an assessment is made of the relative suitability of the candidates for the duties; and
- the assessment is based on the relationship between the candidates' work-related qualities and the work-related qualities genuinely required for the performance of the duties; and
- the assessment focuses on the relative capacity of the candidates to achieve outcomes related to the duties; and
- the assessment is the primary consideration in making the decision.

Work-related qualities might include; skills and abilities; qualifications, training and competencies; standard of work performance; capacity to produce required outcomes; relevant personal qualities; and demonstrated potential for future development.

The following specific selection criteria must be addressed by candidates. The nominated position objective and duties contained in this statement of duties must also be used to assist in the interpretation of these selection criteria.

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1. Proven capacity to exercise a high level of professional knowledge and skill in decision making in relation to the provision of education and care services.
2. Demonstrated high level interpersonal skills including written and verbal communication, negotiation and conflict resolution skills, together with a demonstrated ability to gather evidence through professional observations and conversations, to develop collaborative relationships with other organisations, service providers and team members and to negotiate solutions to facilitate the development and delivery of quality education and care services.
3. Sound knowledge of the education and care sector, including a sound knowledge of the relevant legislation, together with a good knowledge of the operations of the Agency and of other Agencies providing services relevant to education and care and child care.
4. Personal skills of flexibility, initiative, innovation and self-motivation, including the ability to establish priorities and manage workloads.
5. In depth planning, research, analysis and investigative skills including the ability to evaluate, analyse and exercise independent judgment to solve often complex issues.
6. Ability to develop, market and implement policies and procedures.
7. A sound understanding of the use of information technology and associated methods including basic numeracy skills, to assist with the efficient processing, communication and maintenance of records associated with the required duties. Existing skills or ability to quickly develop required skills in use of related software.
8. Demonstrated commitment to ongoing professional development.

## Requirements

Registration/licences that are essential requirements of this role must remain current and valid at all times by the occupant who is assigned these duties. The status of these essential requirements may be checked at any time during employment. It is the employee's responsibility to ensure that registration/licences remain current and to advise the Department if their circumstances change. This includes notifying the Department of any new criminal charges or convictions and/or if a registration/licence is revoked, cancelled or has its conditions altered.

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### Essential

- The *Registration to Work with Vulnerable People Act 2013* requires persons undertaking work in a regulated activity to be registered. A regulated activity is a child related service or activity defined in the *Registration to Work with Vulnerable People Regulations 2014*. This registration

must remain current and valid at all times whilst employed in this role and the status of this may be checked at any time during employment.

- Current Tasmanian Registration to Work with Vulnerable People (Registration Status – Employment)

**Desirable**

- Early Childhood and/or tertiary qualifications in a relevant field.
- A current driver's licence.

## Working within the Department for Education, Children and Young People

The Department is responsible for the following areas within Tasmania

- Tasmanian Government Schools
- Child Safety
- Youth Justice
- Out of Home Care
- Libraries Tasmania
- Child and Family Learning Centres.

This is a department built entirely for children and young people and their communities. Our ultimate goal is to work together to ensure that every child and young person in Tasmania is known, safe, well and learning. The child is at the centre of everything we do, and the way we do it.

We work collaboratively across disciplines to combine knowledge, experience and ways of working to benefit children and young people.

However, we are a new Department – established in October 2022 – and we are still working together to build our Strategy and our culture and values. This work will be continuing into 2023, and we want all staff to be involved in this.

## Values, Behaviours and Workplace Diversity

Our values of **Connection, Courage, Growth, Respect, Responsibility** represent the foundation of our Department's culture and guide us in all that we do to ensure **Bright lives. Positive futures.** for every child and young person in Tasmania.

We bring our values to life through our everyday behaviours and actions. We want to attract, recruit and retain people who uphold these values and are committed to building a strong values-based culture.

Our Department is committed to building inclusive workplaces and a workforce that reflects the diversity of the community we serve. We do this through a culture that ensures everyone is respected, and has equal access to opportunities and resources. We recognise and respect individual differences as well as people's career path, life experiences and education, and we value how these differences can have a positive influence on problem solving, team dynamics and decision making within our organisation.

## State Service Principles and Code of Conduct

Employment in the State Service is governed by the *State Service Act 2000*. All employees are responsible for ensuring that the standards of behaviour and conduct specified in the State Service Principles and Code of Conduct are adhered to. All employees are expected to act ethically and with integrity in the undertaking of their duties. Employees who breach the code of conduct may have sanctions imposed.

The State Service Principles and Code of Conduct are contained in the *State Service Act 2000* and can be found on the State Service Management Office website at

<http://www.dpac.tas.gov.au/divisions/ssmo> together with Employment Direction No. 2 *State Service Principles*. All employees must read these and ensure they understand their responsibilities.

All employees are expected to utilise information management systems in a responsible manner in line with the DECYP Condition of Use policy statement located at [Department for Education, Children And Young People: Information technology policies](#)

## Work Health and Safety

The Department is committed to high standards of performance in respect of work health and safety. All employees are expected to promote and uphold the principles of fair and equitable access to employment/promotion, personal development and training and the elimination of workplace harassment and discrimination.

In accordance with the *Work Health and Safety Act 2012*, all employees whilst at work are expected to participate in maintaining safe working conditions and practices and take reasonable care for their own health and safety, ensuring their actions do not adversely affect the health and safety of others. All employees are expected to comply with any reasonable instruction given by the Agency to ensure compliance with the Act and collaborate with Agency work health and safety policies, procedures and guidelines.

We are committed to providing a safe workplace for all employees and have zero tolerance to all forms of violence. The Department is a smoke-free work environment, and smoking is prohibited in all State Government workplaces, including vehicles and vessels.

## Information & Records Management and Confidentiality

All employees are responsible and accountable to:

- Create records according to the business needs and business processes of their business unit or school that adequately document the business activities in which they take part.
- Register documents in an approved Business Information Management System.
- Access information for legitimate work purposes only.

All employees must not:

- Destroy delete or alter records without proper authority; or
- Remove information, documents or records from the Department without permission.

## Delegations

This position may exercise delegations in accordance with a range of Acts, Regulations, Awards, administrative authorities and functional arrangements mandated by Statutory office holders including

the Secretary. The relevant manager can provide details to the occupant of delegations applicable to this position.

The Department has a zero tolerance in relation to fraud and in exercising any delegations attached to this role the occupant is responsible for the detection and prevention of fraud, misappropriation and other irregularities, and for ensuring that all officers and employees are aware of the Fraud and Corruption Control Policy and reporting procedures.

## Fraud Management

The Department has a zero tolerance to fraud. Officers and employees must be aware of, and comply with, the Agency's Fraud and Corruption Control Policy and Procedure and it is the responsibility of all officers and employees to report any suspected fraudulent activity to their Director or line manager or to the Manager Internal Audit.

We are committed to minimising the occurrence of fraud through the development, implementation and regular review of fraud prevention, detection and response strategies, and are conscious of the need to protect employees who advise management of suspected fraudulent activity from reprisal or harassment, and to comply with its obligations under the Public Interest Disclosure Act 2002. Any matter determined to be of a fraudulent nature will be followed up and appropriate action will be taken. This may include having sanctions imposed under the State Service Act 2000.

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**Category/funding/restrictions:** Permanent or Fixed Term. Cost code: Specified for the School/College or Business Unit.

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**HR Office use only:**

**APPROVED BY HRM DELEGATE:** 964915 – Manager Vacancy and Staffing Services

Request: 33581, 33954, 44319, 48832, 60734, 62697, 62698, 701095, 7010997

Date Duties and Selection Criteria Last Reviewed: 07/12 VRH

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